

WE DO MORE

Certified



Corporation

P16

Little Amal, a 12 foot puppet of a 10 year old Syrian refugee child, London 2022.



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MORE MEANS MORE

Our vision from the start was to build a high quality law firm that not only provided expert, commercially focused legal advice for all of our innovative and creative clients, with a culture that is collaborative and caring, but also, in our small way, make a positive and lasting impact on the world around us. In our view, since launching London Law Collective in August 2020, we have made great strides on the road to achieving that vision.

We are delighted with our first Impact Report. It shows that as a collective, we mean what we say. That means that we go further than others, and further than our clients might think a law firm is obliged to do to demonstrate its impact.

We believe that creating impact shouldn't be easy. It is everyone's responsibility. That is why we have built a culture that gives our team the time and the encouragement to give back to society in ways that are meaningful and impactful.

This is a long-term commitment for London Law Collective. This Impact Report demonstrates the impact we have made against three of the UN's Sustainable Development Goals: promoting inclusive and decent work practices, tackling the climate crisis, and building better institutions at all levels.

It is why we are now B Corp Certified and therefore part of a global community of businesses that meet the high standards of social and environmental impact and why we are committed to continue to meet the standards required from a B Corp. It is also why we are members of 1% for the Planet, the Global Alliance of Impact Lawyers, the Chancery Lane Project, Positive Luxury, are accredited with the Living Wage Foundation and are a certified Green Small Business.

This is just the start for London Law Collective. We believe we should do more. We look forward to continuing to give back to the world around us.

Joanna Farquharson, CEO

OUR VISION

A standout law firm that delivers exceptional legal advice and respects the world around us.

OUR MISSION

To support start-ups and high growth businesses through our consistently excellent legal advice, an empowering culture, and a commitment to social and environmental responsibility.

OUR VALUES

- We are collaborators – we accelerate the potential of high-growth start-ups.
- We are experts – we empower cutting-edge businesses with excellent, clear legal advice and solutions.
- We are considered – we communicate clearly and think carefully about our work and the people we work with.
- We are supportive – we build meaningful relationships, are trusting and generous.
- We are responsible – we play a positive role in the world around us.



OUR IMPACT AIMS:

- Develop strategic goals aligned with the UN's Sustainable Development Goals.
- Work with consultants and suppliers to respect social and environmental aspirations.
- Review and report on our social and environmental impact.

OUR COMMITMENTS:

- Create a culture of inclusivity and diversity with values lived by the team.
- Work by a code of ethics and environmental action plan.
- Give staff time off to volunteer and provide encouragement to do pro-bono work.
- Look after the world around us.
- Build an open-minded culture and work environment.

OUR FOCUS:

- Concentrate on three UNSDGs: promoting inclusive and decent work practices, tackling the climate crisis, and building better institutions at all levels.
- Work with clients that have a social change purpose.
- Develop an organisational culture that embeds social impact within our practice.

8 DECENT WORK AND ECONOMIC GROWTH



13 CLIMATE ACTION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS





OUR IMPACT

£14,230

donated to

1% FOR THE PLANET

Charities supported through
1% for the Planet -

*Zoological Society of London,
Trees for Cities, Hubbub [2020
- 21], The Hunger Project UK,
Good Gym, London Wildlife Trust
[2021 - 22]*

66.67%

of firm is

FEMALE

[As of November 2021]

and is female led.

Staff
**PRO-BONO
HOURS**

53.7 HRS

Staff
**VOLUNTEERING
HOURS**

92.3 HRS

Clients with a

SOCIAL PURPOSE

58%



which produced

36%

of our revenue



Over

50%

of parents of staff

**DIDN'T ATTEND
UNIVERSITY**

[As of November 2021]



13

organisations supported on a

**PRO-BONO
BASIS**

24%

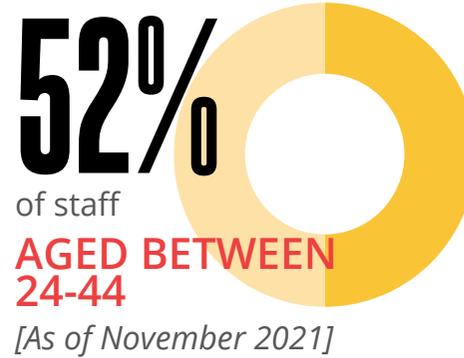
of staff from

**ETHNIC GROUPS
OTHER THAN WHITE
BRITISH**

[As of November 2021]



OUR IMPACT



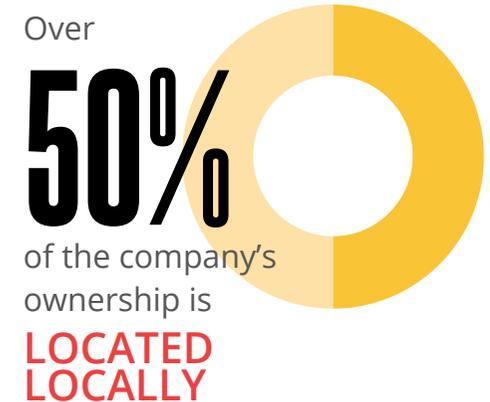
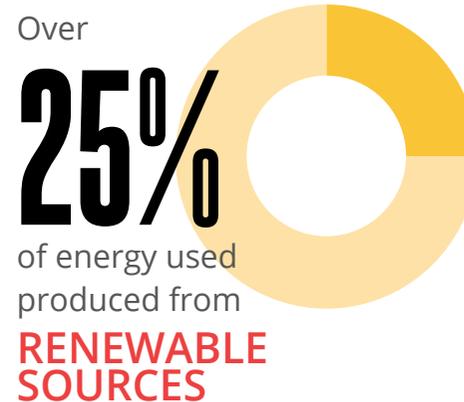
Switched our web hosting to
GREEN WEB HOSTING
provider Nimbus.

Donations to CONFLICT AND NATURAL DISASTER RESPONSE APPEALS
Ukraine (British Red Cross), Turkey and Syria earthquake appeal (British Red Cross)

Staff
HAPPINESS RATING
8.5
(0.7 higher than the global benchmark average)
(Based on Happiness at Work Index Survey, January 2023)

Staff
ENGAGEMENT RATING
8.4
high levels of meaning, purpose, and personal growth at work
(Based on Happiness at Work Index Survey, January 2023)

Active ENVIRONMENTAL ACTION PLAN CODE OF ETHICS AND BUSINESS CONDUCT and SUPPLIER CODE OF CONDUCT





1 VALUE LED EMPLOYMENT



HELPING TO MAKE
INCLUSIVE AND DECENT
WORK PRACTICES A REALITY



Decent Work and Economic Growth

(UNSDG 8)

Our goal is to be a high quality law firm that also aims to create a better world. We believe that businesses with a social purpose can be engines for good and can create societal benefits by the very act of conducting business. Our growth therefore can be a positive force for society. To do this, our approach is to work with innovative and creative enterprises that also have a social purpose. Using a definition from the Social Purpose Institute, 58% of our clients have a social purpose.

WE DO THIS BY:

- **Providing expertise and advice:** Offering expert legal advice to young entrepreneurs and start-ups through programmes at the London Business School, Saïd Business School Student Entrepreneurship Programme and Imperial College Enterprise Lab.
- **Developing our internship programme:** Partnering with Manchester University Global Graduates, offering meetings with graduates interested in careers in law.
- **Giving staff time to volunteer:** Volunteering with the Listening Place, a mental health charity, supporting the emergency effort following the Turkish and Syrian earthquake and the refugee charity West London Welcome.
- **Encouraging pro-bono work:** Advising wildlife charity Ranger Lab on their initial set-up and governance documentation, and Finability, a charity providing financial support to domestic abuse survivors on their policies to help protect their staff and the survivors .
- **We provide flexible working and policies:** 14 weeks full paid maternity leave, adoption and shared parental leave pay, and diversity training.
- **Wellbeing:** We have adopted an employee wellbeing policy, a breastfeeding policy, transgender policy and menopause policy, plus we have team yoga every other week. We also have regular check-ins with staff so that we can connect with people's work, workload and wellbeing and undertake an annual staff happiness engagement survey.
- **Hybrid working policy:** Our hybrid working policy allows for our employees to work 50% of their work time at the office over a two week period, and one week per year from anywhere in the world they want.
- **Healthcare and insurance:** Bupa private healthcare is available for all employees along with life assurance that is worth three times an individual's salary. We have pensions with an ethical investment option (Nest).



CASE STUDY

VENTURE CATALYST CHALLENGE

Imperial Enterprise Lab

Our lawyers provided free 1-2-1 expert advice to twenty five Imperial students, alumni, and early career researchers as they battled it out in a bid to win a share of £100,000 to develop and commercialise their big ideas, as part of the Venture Catalyst Challenge, Imperial Enterprise Lab's flagship entrepreneurial competition.

Everyone in the firm lent their expertise and knowledge in a range of areas, from corporate to employment law, fundraising and IP, providing quality advice to AI & Robotics, Health and Wellbeing, Creative and Consumer, Digital and Finance and Energy and Environmental start-ups.



of our clients have a **social purpose** which equates to



of our revenue

They include:
LØCI, IMAGINE, Social Tech Trust, North 6, Inlyte, Give Star

OUR FUTURE COMMITMENTS:

- We will continue to give staff time to volunteer for causes of importance to them.
- We will give time for staff to provide pro-bono advice to organisations.
- We will continue to work with businesses that have a social purpose.
- We will create regular check-ins with staff so they can connect with each other about their work, workload and wellbeing.
- We will provide legal support and advice to start-ups with social purposes.



CASE STUDY
IKTASHEF UK

← Presentation by Co-Founder David Farquharson to Palestinian tech entrepreneurs as part of the Iktashef UK programme.

We host delegations of Palestinian tech start-ups as part of Iktashef UK, a programme of tailor-made events for Palestinian businesses in the UK organised by the UK Palestinian Tech Hub and the British Consulate in Jerusalem. The programme aims to build connections and networks, learn and give entrepreneurs the chance to understand the UK

legal ecosystem and meet experts across a range of business areas. Our role is to provide insight into how to set up a business in the UK to navigating due diligence, investment mechanisms and forecasting. With many of these businesses on the road to growth, they are keen to hear some of the challenges that many start-ups face and what the opportunities are for growth in the UK.

iktashef UK



2 NO LONGER A 'FUTURE PROBLEM'



HELPING TO
TACKLE THE
CLIMATE CRISIS



Tackling the Climate Crisis

(UNSDG 13)

Our goal is to support global and individual action to combat the climate crisis and its impacts. We believe that the climate crisis is not a future problem, but one that is urgently facing us now. Many of our innovative clients are developing new technologies to help deal with the climate crisis. We will continue to provide expert legal advice to creative start-ups working in the environmental and climate industry.

WE DO THIS BY:

- Becoming a certified Green Small Business that allows us to track and report our environmental impact, improve our efficiency and reduce costs.
- We regularly monitor and record our waste production.
- We have provided tips to our team to help them reduce their environmental impact whilst working at home in our monthly internal 'Collective Update' and have published one dedicated environmental 'Collective Update'.
- We have an active Environmental Action Plan that monitors, reviews and provides advice on areas such as energy consumption in the office, recycling, waste disposal, green travel, purchasing of sustainable goods and services, providing green advice to clients and ethical company administration.
- Being members of 1% for the Planet and giving support to environmental organisations, such as the Zoological Society of London, Trees for Cities, Hubbub, and the London Wildlife Trust.
- Providing pro-bono time to wildlife conservation organisations such as Borneo Orangutan Survival UK, AfriCat, Sockstar Project and Ranger Lab.
- Membership of The Chancery Lane Project that aims to include solutions to the climate crisis in every contract.



We have advised the vegan sneaker brand LØCI Wear and their founders since incorporation, providing close support and legal advice from the business's inception. We provide expert legal support on a range of corporate and commercial matters including: the company's investment rounds (pre-seed in 2021 and seed in 2022/23), brand partner collaborations and, most recently, a share incentive scheme for key employees and advisors to the business.



OUR CLIENT WORK:

Much of our client work is with organisations that are invested in tackling the climate crisis. These include Stonehaven Consulting, who focus on sustainability and climate change consultancy, and Inlyte Energy, that is developing affordable grid batteries from iron and salt.

OUR FUTURE COMMITMENTS:

- We will continue to support environmental charities with pro-bono and voluntary work.
- We will continue to be members of 1% for the Planet.
- We will continue to encourage our staff and suppliers to live and work in a more environmentally friendly way.
- We will monitor our environmental impact using our environmental action plan.



↑ Volunteers and rangers working together at AfriCat.

CASE STUDY

WILDLIFE CONSERVATION CHARITY SUPPORT



We have advised wildlife conservation charities such as Ranger Lab, an organisation that equips and empowers wildlife rangers in Africa to protect nature at scale, and AfriCat, a wildlife conservation charity that brings communities and wildlife closer together for sustainable solution making. Our pro-bono work with Ranger Lab was predominantly during their

initial set-up as a charity in 2022, specifically advising on governance documentation. Our work with AfriCat has been a continuation of a partnership that has lasted for many years and has most recently involved advising the charity on various challenges around structure and charitable fundraising post the Covid pandemic.



3 THE CORNERSTONE OF A FAIRER SOCIETY



HELPING TO
BUILD BETTER
INSTITUTIONS

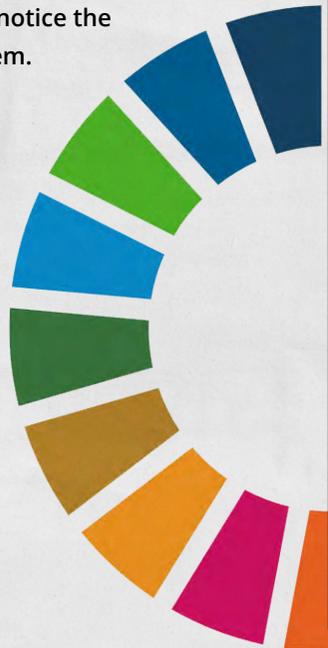


Peace, Justice and Strong Institutions (UNSDG 16)

As a law firm we are committed as lawyers to act in a way that upholds the constitutional principle of the rule of law, and the proper administration of justice. We believe that we should all aim to provide access to justice for all and build effective, accountable institutions at all levels. We also believe in providing legal advice to those people who are in need and are vulnerable in society as a result of war or the actions of governments. We encourage all our staff to be proactively accountable so that they notice the impact of these actions on the world around them.

WE DO THIS BY:

- Supporting organisations such as West London Welcome, a community centre that supports refugees, asylum seekers and migrants from across the world.
- Volunteering with the Listening Place, a mental health charity that provides support to people who are dealing with issues of suicide.
- Voluntary work to support emergency appeals following natural disasters such as the Turkish and Syrian earthquake.
- Donating money to the Ukrainian Red Cross during the on-going war in Ukraine.
- Providing legal advice and support to Palestinian tech start-ups on the legal and business ecosystem in the UK to help build their businesses.



CASE STUDY
IGNITE PROGRAMME

Our lawyers provide online advice to Palestinian entrepreneurs through the IGNITE programme that aims to get Palestinian start-ups ready for investment. The programme does this by supporting innovative start-ups and SMEs that have high business and investment potential to develop business financing strategies and attract private investment. Our lawyers provide legal technical guidance

to entrepreneurs through one-to-one coaching, mentorships and advisory sessions, and look at investor engagement opportunities for the businesses we coach. We do this because we believe that business, wherever it's located, can support growth, individual happiness and create long-term change. We want these entrepreneurs to succeed.



CASE STUDY

WEST LONDON WELCOME

London Law Collective CEO and Co-Founder Jo Farquharson is Chair of West London Welcome

Welcome, a community centre and charity that brings refugees, asylum seekers and migrants together with members of the local community to provide support such as English classes, advice, a foodbank, clothing, social and creative activities. As Chair of Trustees, not only does Jo have responsibility for the governance and strategic direction of West London Welcome, but also volunteers her time to help with fundraising, advocacy and partnerships. We also provide pro bono legal advice to this charity.



↑ West London Welcome day out

← Little Amal Puppet, London 2022

OUR FUTURE COMMITMENTS:

- We will continue to provide our staff with time to volunteer for causes of social justice.
- We will continue to support people in need across the world, including refugees and migrants.
- We will continue to host delegations of start-ups from Palestine to support their business development.



WITH THANKS TO:

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Sarah Chiapinni, Senior Consultant
Tom Connor, Former CFO
Oliver Downie, Senior Consultant
Joanna Farquharson, CEO and Co-Founder
David Farquharson, Co-Founder
Lizzie Frost, Senior Counsel

Sinead Haysom, Senior Associate
Tim Herbert, Director
Mike Hornsey, Senior Associate
Jessica Kimelblat-Adler, Associate
Miki Lentin, Communications Consultant
Nicholas Lewis, Solicitor
Julia Montero, Senior Consultant
Sioned Protheroe, Legal Operations Co-ordinator
Francesca Yardley, Senior Consultant
Our dogs, Lyra, Santi & Ollie
Lyra, Santi & Ollie

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